DOCUMENT RESUME

ED 350 069 PS 020 479

AUTHOR	Mitchell, Jo Bennett, Ed.
TITLE	Caring for Ourselves: Wages and Benefits in Church Child Care. Policy Report #3.
INSTITUTION	National Council of Churches of Christ, New York, N.Y.
SPONS AGENCY	Carnegie Corp. of New York, N.Y.; Ford Foundation, New York, N.Y.
PUB DATE	Sep 89
NOTE	48p.
AVAILABLE FROM	Ecumenical Child Care Network, 1580 N. Northwest Highway, Park Ridge, IL 60068-1456 (Members, $6; Non-members, $7.50).
PUB TYPE	Viewpoints (Opinion/Position Papers, Essays, etc.) (120) -- Reports - Descriptive (141)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	Advocacy; Change Strategies; Child Caregivers; *Child Care Occupations; *Church Programs; *Community Attitudes; *Day Care Centers; Early Childhood Education; *Fringe Benefits; National Surveys; *Salaries
IDENTIFIERS	*Church Based Child Care

ABSTRACT

This policy report on compensation for child care providers is designed for use by directors, child care providers, clergy, board members, and other leaders in church-housed child care programs. Section I underscores the importance of securing fair compensation and reasonable benefits for child care providers in church-housed and non-church-housed child care programs, and urges churches to act collectively as advocates for fair pay and working conditions. Section II presents data from the U.S. Census Bureau and from state and local studies on wages, benefits, and turnover in the child care field. Section III reports on a 1982 study conducted by the National Council of Churches of staff in church-housed child care programs. Selected findings indicate that 25% of the directors, 28% of the teachers, and 70%-87% of the aides were earning less than minimum wage; and that employee benefits were seldom available. Section IV looks at ways the church and the child care center can work together on salary issues, and recommends strategies that churches and their child care programs might use to interpret salary issues to the congregation. In section V, guidelines are presented for expanding benefits. This section covers budgeting, salary objectives, benefits that cost nothing, benefits that cost a little, benefits with substantial costs, required taxes and benefits, and the cafeteria plan for delivering benefits. Section VI looks at strategies that have proved successful for raising salaries. Finally, Section VII presents concluding comments. (AC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED350069

Caring for Ourselves: Wages and Benefits In Church Child Care

PS 020179

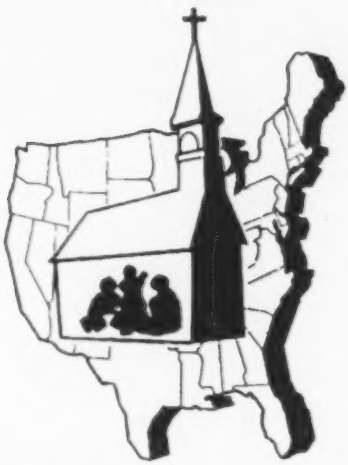
Policy Report #3

Jo Bennett Mitchell, Editor

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Margery Freeman
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

Caring for Ourselves: Wages and Benefits In Church Child Care



Caring for Ourselves was made possible through grants from the Carnegie Corporation of New York and the Ford Foundation.

Editor: Jo Bennett Mitchell

Desktop Publishing: Kramer Communications, New York, NY

Printing: All Union Press, New York, NY

Published September 1989
By the Child Advocacy Office
Division of Church and Society
National Council of Churches of Christ in the USA
475 Riverside Drive, Rm. 572
New York, NY 10115–0050
Karen Collins, Director

Preface

The National Council of Churches' Child Advocacy Office and the Ecumenical Child Care Network have an established commitment to children and the ministry of child care. Over the last six years the office has responded to the needs of church-housed child care programs by publishing "The ECCN Newsletter," organizing conferences and offering technical assistance. The Child Advocacy Office has also provided clear information and thoughtful analysis of specific child care problems in its policy reports. Recent reports have included "Child Care and the Public Schools," and "In the Eye of the Storm: Liability Insurance and Child Care."

One of the most critical issues in child care today is compensation for providers. Child care providers are the centerpiece of any program. They care for and nurture the children. They develop curriculum, design classroom environments and respond to children's health, nutrition and emotional needs. And yet wages for child care providers are very low. Most earn less than animal keepers or parking attendants. As a consequence, there is a personnel turnover of nearly 42% annually. At the same time, inadequate numbers of new persons are entering the profession. Thus we have a crisis which will affect the lives of millions of children and their families.

Through this policy report, "Caring for Ourselves: Wages and Benefits in Church Child Care", we seek to help address this urgent problem. The report is designed for use by directors, child care providers, clergy, board members and other leaders in church-housed child care programs. It will also be useful to persons responsible for non-church-housed programs. The report contains the results of our Wages and Benefits Survey of the members of the Ecumenical Child Care Network, as well as thoughtful suggestions, guidelines and examples from many individuals and organizations across the United States.

The Child Advocacy Office believes that "Caring for Ourselves" will

contribute to securing more just compensation for child care providers, to calling churches to justice and advocacy, and to the national dialogue on public policy. In so doing it will complement the excellent work of our secular and religious colleagues nationwide.

The need is urgent; the quality of children's care is in the balance.

Karen Collins, Director
Office of Child Advocacy
National Council of the Churches
of Christ U.S.A.

Acknowledgments

The kindness, patience and generosity of a number of people have enabled me to complete ***Caring for Ourselves: Wages and Benefits in Church Child Care***. I am grateful to each of them.

Karen Collins' (Director of the Child Advocacy Office of the National Council of Churches) inspiration and challenge urged me on; Margery Freeman (Field Associate for the Ecumenical Child Care Network) was of invaluable assistance; and Anne-Marie Norbert (Secretary of the Child Advocacy Office) provided critical editing and technical support. Marcy Whitebook and the staff at the Child Care Employee Project gave an afternoon of time, immeasurable inspiration, and permission to excerpt from one of their publications. Each writer here was generous with time and ideas as the early shaping of the publication took place. I am indebted to them all. And to my husband, Robert Mitchell, my thanks for his listening ear, unfailing support and practical assistance.

My sincere thanks to everyone who helped to bring this report to reality.

Jo Bennett Mitchell
Editor

Caring for Ourselves: Wages and Benefits In Church Child Care

Table of Contents

I. **Workers In the Vineyard: The Promise of Fair Pay** 1
Eileen W. Lindner, Associate General Secretary, National Council of Churches of Christ, U. S. A.

II. **What's the Problem?**

A. Wages and Benefits for Early Childhood Professionals 4
Kathy Modigliani, Research Division, Bank Street College, New York, NY

B. Compensation in Church Child Care 9
Eileen W. Lindner

III. **Working Together on Salary Issues: The Church and the Child Care Center** 12
Laura Dean F. Friedrich, ChildServ, Chicago, IL

IV. **Expanding Benefits: Some Workable Guidelines** 19
Diane Shriner, Director of Christ Church-by-the-Sea Preschool, Newport Beach, CA

V. **Raising Salaries: Strategies That Work** 27
Marcy Whitebook, Caro Pemberton, Joan Lombardi, Ellen Galinsky, Dan Bellm and Bryn Fillinger of the Child Care Employee Project, Berkeley, CA.

V. **Conclusion** 35
Jo Bennett Mitchell, Early Childhood Specialist and Consultant in Church Child Care, Ellensburg, WA

VI. **Resources** 37

Workers In the Vineyard: The Promise of Fair Pay

EILEEN W. LINDNER was the founding Director of the Child Advocacy Office. She is currently the Associate General Secretary for Unity, Ecumenical Development and Planning of the National Council of the Churches of Christ, U.S.A.

In a contemporary worship book from one of the member communions of the National Council of Churches we find an interesting entry in the "Service for Ordination and Installation" of a new pastor. In the printed Order for Worship we find a variety of prayers and promises written to capture the hope of any new church as it receives into leadership a newly installed pastor. We are not surprised to find in that service promises on the part of the pastor to be hard working and faithful and obedient, nor are we surprised to see promises on the part of the congregation to follow where the pastor rightly leads and to work faithfully with the pastor in the life and witness of the congregation. Perhaps less likely we find a series of questions posed to the congregation as follows:

> "Do we promise to pay him/her fairly and to provide for his/her welfare as he/she works among us; to stand by him/her in trouble and share his/her joys? . . . "

How interesting it is to find that those who work to develop the official services of installation and worship have found the fair compensation of ministers to be so important as to incorporate these formal words and vows to be taken by the congregation at the time of installation of a new pastor!

Some might react immediately to this "mercenary" inclusion or consider this a rather secular concern to be placed among all those more "religious" concerns of the installation service. On reflection, I find it to be most

appropriate. Individually as Christians and collectively as the church, we seek to be persons who are known for fairness in our dealings with all persons including our own church employees. We want to be fair to our ministers, and it is right for us to promise to pay such persons fairly and to shoulder with them both the joys and the struggles of their ministry among us.

We in the church must now apply those lessons to the hundreds of thousands of persons, most of them women, who work in the nursery schools, day care centers and preschools of our nation — many of them housed within the very buildings owned by churches. Indeed the church has not limited its concern for fair compensation or decent pay to ministers. Many of the churches in our nation and the National Council of Churches have worked together through the years to assure fair pay and safe working conditions for many others. In the last two decades the church has been in the forefront as allies to the United Farm Workers in their effort to assure payment of a livable wage, to safeguard the right of collective bargaining for farm workers, and to further the development of safeguards for the health of farm workers. Similarly, many churches have in the past championed the cause of textile workers for both fair wages and healthful conditions. In short, the church possesses both clarity and experience in advocating for dignified salaries and wages for those who labor, whether in factory, farm, office or field.

The issue before us now is not only one of simple justice — if justice can be called a simple matter — the issue is one of quality care for children as well. In a survey done approximately two and a half years ago by the Ecumenical Child Care Network, we discovered that church-housed child care centers report a high rate of turnover among staff persons. The leading cause for such rapid turnover was reported to be low wages and lack of employment benefits.

Those who work with children, from the newest parent to the most distinguished professor of early childhood education, agree that the quality of the caregiver is the single most determinative factor in assessing the quality of a child care program. When highly skilled experienced child care workers are forced to leave the profession to obtain a livable wage, there can be little doubt that a decline in quality will follow.

The issue then becomes not only one of fair compensation for those who labor within the church's own buildings, but a larger question of the quality of programs caring for children in those buildings.

Securing Fair Compensation and Reasonable Benefits

Because the stakes are so very high both for employees and children, the church needs to find its vocation in advocating for fair compensation and reasonable benefits for those who nurture our youngest and most vulnerable - our children. It will not be easy. The economics of child care leave little margin for increasing salaries. But perhaps as child care comes of age in America, both the will and commitment can be found to treat fairly those who care for our children. The church can and should play an important role in lending its voice of moral authority to the quest.

Local congregations can begin to address the issue by exploring the equity and justice of staff salaries BEFORE determining what rent (or donation for use of space) it will expect from the programs it houses. Both local churches and denominations need to explore the possibilities of including child care workers in pension plans, health care and dental plans and other low cost benefit programs that are afforded to other employees of the church. Clearly, for those churches with dwindling congregations who themselves are struggling to survive, such benefits may not be possible. But even congregations with limited resources can pursue justice for caregivers through other means.

Churches acting collectively must find their voice to be an advocate for fair pay and good working conditions for those who teach and care for our young children. During the 1988 presidential campaign both political parties made child care an issue, promising an omnibus child care bill. It is evident that massive child care legislation eventually will be forthcoming. The church can play an important role in seeking provisions for the just compensation and benefits which child care workers cannot seek for themselves. Because only a small minority of child care workers are covered by a union contract, most have no means of articulating their needs for a living wage in a collective way. Is it too much to expect the church, which was there for farm workers, for textile workers and in earlier days for meat packers and iron workers, to be there as a voice for child care workers today?

We believe it so important to pay our ministers fairly that we have incorporated this into the religious services of their installation and ordination. This is right and proper. We can do no less for those who work daily that all God's children may live the lives for which they were created.

Wages and Benefits Of Early Childhood Professionals

KATHY MODIGLIANI is a research scientist in the Research Division at Bank Street College, New York City, and a contributor to professional journals in child care and education.

What are the wages and benefits of early childhood professionals? Unfortunately we cannot answer this question very accurately at this time. Information gathering is unduly complicated by the current practices of the U.S Census Bureau and the Bureau of Labor Statistics. Data about child care workers are often incomplete or impossible to interpret. None the less, the following is a summary and discussion of data available in June 1989.

Wages

U.S. Census Bureau Information

Every year the U. S. Census Bureau publishes data on the average wages earned by individuals in each of 503 occupations. This information is quite accurate, because it is gathered from a careful sampling of all U. S. households. One adult answers questions for everyone at that residence. Thus the general population is well represented except for a few categories of people — those who are homeless, in prison, or systematically unreported to the Census (such as the live-in partners of AFDC recipients, and undocumented non-citizens). Following are latest available statistics:

Average Weekly Wage of Full-Time Early Childhood Professionals in 1987

Pre-kindergarten and Kindergarten Teachers $332

Includes public school teachers, preschool or nursery school teachers and others who use the word "teacher" when describing the job.

Child Care Workers, except Private Household $191

Includes family day care providers, child care center aides and teachers if they describe themselves as "Child care workers" or if they say " I work in a day care center" or otherwise do not emphasize the educational part of their work. Unfortunately , this category also includes several other non-early childhood workers, such as foster parents, residential care workers and school lunch room attendants.[1]

Child Care Workers, Private Household $94

Includes "baby sitters", nannies, and others who work in the child's home.

(Source: Current Population Survey)

Note that part-time workers are not included in these statistics. The average weekly wage for Elementary Teachers in 1987 was $462, and for Secondary Teachers, $503.

Early Childhood teachers in public schools were paid on the same scale as other teachers in their districts only 75% of the time, according to the Public School Early Childhood Study (Mitchell, 1988). Sometimes the education and certification levels of these teachers were correspondingly lower than other district teachers, but sometimes they were comparable or identical.

There is no single occupational category for child care center or nursery school directors — they are distributed through several categories and are impossible to identify, as are employees of resource and referral centers. Thus we have no salary information about them from government sources.

Bureau of Labor Statistics Information

The Bureau of Labor Statistics (BLS) also collects wage data, but it samples primarily "non-farm establishments" (such as hospitals, churches and bowling alleys). Apparently under-represented are child care in children's homes, family day homes, or small independent child care centers. Child care employees are further overlooked because BLS tends to sample only medium- and large-sized establishments, using primarily Unemployment Insurance Program records to identify the establishments. Since many child care workers are not covered by unemployment insurance, they are not included. The most compelling evidence that many child care workers are overlooked by BLS is that the Census identifies about three times as many of them, through the door-to-door approach than does the BLS. Thus any figures about child care data collected by the Bureau of Labor Statistics are sure to be inaccurate.[2]

The National Committee on Pay Equity (1987) examined the average wages and work experience of each of the 503 Census occupations, and found that Child Care Workers were the second most underpaid of all occupations, considering experience and education. The only group which was more underpaid was the Clergy, but it should be noted that allowances which many clergy receive, such as housing and automobiles, were not included in calculations of income. If these "perks" are considered, no doubt child care workers are our nation's most underpaid workers.

Benefits

Bureau of Labor Statistics Information

The Bureau of Labor Statistics is the primary source of government information about fringe benefits received by different occupational groups. Unfortunately, BLS has never published information about child care workers' benefits. It has reported that most workers in medium and large companies receive paid vacations, life and health insurance, a retirement plan, and dental care. Retirement plans are less common in small companies (Friedman and Gray, 1989).

No other national study has analyzed child care fringe benefits. Therefore, the little information we have comes from local and state surveys. These studies are usually flawed by low response rates and consequently biased

samples. They have not asked the same questions, so their results can not be compared easily. Further, most have been conducted in areas where child care practices are more professional than usual. Thus, these statistics must not be assumed to generalize to all child care workers.

Information from State and Local Studies

Comparing the results of several studies, there are some consistent patterns. Paid sick days are the benefit most commonly offered. In a few communities over 80% of the workers have paid sick leave days, sometimes as many as one per month. In some communities, most workers have paid holidays and paid vacations, while in others these benefits are available to very few. In one unusual community most child care workers have fully- or partially-paid health coverage, although it is more common for very few to have any health insurance. No community offered more that 20% of the child care workers any pension or retirement benefit. Very few child care workers are covered by dental insurance.

A major exception to the pattern of low or non-existent benefits for child care employees occurs where workers are unionized. In fact, wherever there are good benefits in child care, the workers are probably covered by a union contract. Public school early childhood teachers received the same benefits as other teachers in 85% of the districts in the Public School Early Childhood Study (Mitchell, 1988). Similarly, child care workers in hospitals, college campuses, or otherwise part of a larger institution often receive benefits through union contracts

Turnover

Because of poor salaries and benefits in this field, there is a high rate of turnover (Modigliani, 1986). Thirty-five percent of all employees who were categorized as Child Care Workers, Except Private Household in 1986 had left the *field* one year later. While the average U.S. worker stays in a job for 6.6 years, the average Child Care Worker leaves a job after 2.7 years. (Unpublished data from the Bureau of Labor Statistics, CPS data.)

Notes

1. Beginning with the 1990 Census, this occupational category will probably be divided into three groups: Family Day Care Provider, Child Care Center Worker and Other Child Care Workers. From these new categories we will finally be able to get accurate statistics about these major segments of the child care workforce.

2. Sometimes the Bureau of Labor Statistics uses data collected by the Census. Note the source—if the source is the Dicennial Census, Current Population Survey (CPS), or Survey of Income and Program Participation (SIPP), it is Census data.

References

Mitchell, Anne (1988) *The public school early childhood study: The district survey.* Bank Street College, New York, NY.

Modigliani, Kathy (1986). But who will take care of the children? Child care, women and devalued labor. *Journal of Education,* 168(3)

National Committee on Pay Equity (1987). *Pay equity: An issue of race, ethnicity, and sex.* Washington, DC.

BEST COPY AVAILABLE

Compensation in Child Church Care

EILEEN W. LINDNER was the founding Director of the Child Advocacy Office. She is currently the Associate General Secretary for Unity, Ecumenical Development and Planning of the National Council of Churches of Christ, U.S.A.

In 1982 the National Council of Churches' Ecumenical Child Care Network undertook an initial survey of church-housed child care. Among the many questions we asked were those related to salary and benefits. At the time our questions were neither extensive enough nor precise enough in this area. In October, 1986, we formulated a more complete questionnaire about compensation and related matters and published it in the ECCN Newsletter, urging readers to respond. What follows is a brief summary of our findings.

Response

With nearly 12,000 Newsletters mailed, 5% of our readership responded — a total of 576 questionnaires. Several factors may have contributed to this low response rate: The questionnaire arrived during the fall/winter holiday season; many newsletter recipients are teachers or pastors, not directors with readily available salary data; the questionnaire was lengthy; and some recipients may have felt that such information is private and ought not be circulated.

The sample

Despite the low response, the sample of those who did return the questionnaire reflects the same diversity as the ECCN membership. Almost

evenly distributed across the country, respondents were more likely to be middle class and urban than impoverished, wealthy or rural. Over two-thirds (69%) of the sample worked in church-operated programs with 31% being independently operated. Nearly all programs reporting served children 3-5 years old and 58% cared for children under 3 years of age. Size of the program, as measured by the total annual budget, ranged remarkably from $1000 per year to $5 million. The programs were highly (63%) dependent exclusively on parental fees with only 3% reporting receipt of public monies.

Salary

While it is a truism to assert that early childhood educators are underpaid, studies such as this one aid us in describing the range of standard or "typical" salaries. One method of measuring is done by comparing the reported salaries (calculated on a per hour basis) with the minimum wage, adjusted for inflation. When this was done, 25% of the directors, 28% of the teachers, and 70-87% of the aides were earning less than this minimum wage! Directors, teachers and aides employed by programs, often nursery schools, which operated less than 30 hours per week were paid salaries somewhat higher than those employed by programs operating more than 30 hours per week. While few studies are available, gross comparison with earlier studies suggests that church- housed child care employees are paid similarly to other child care workers.

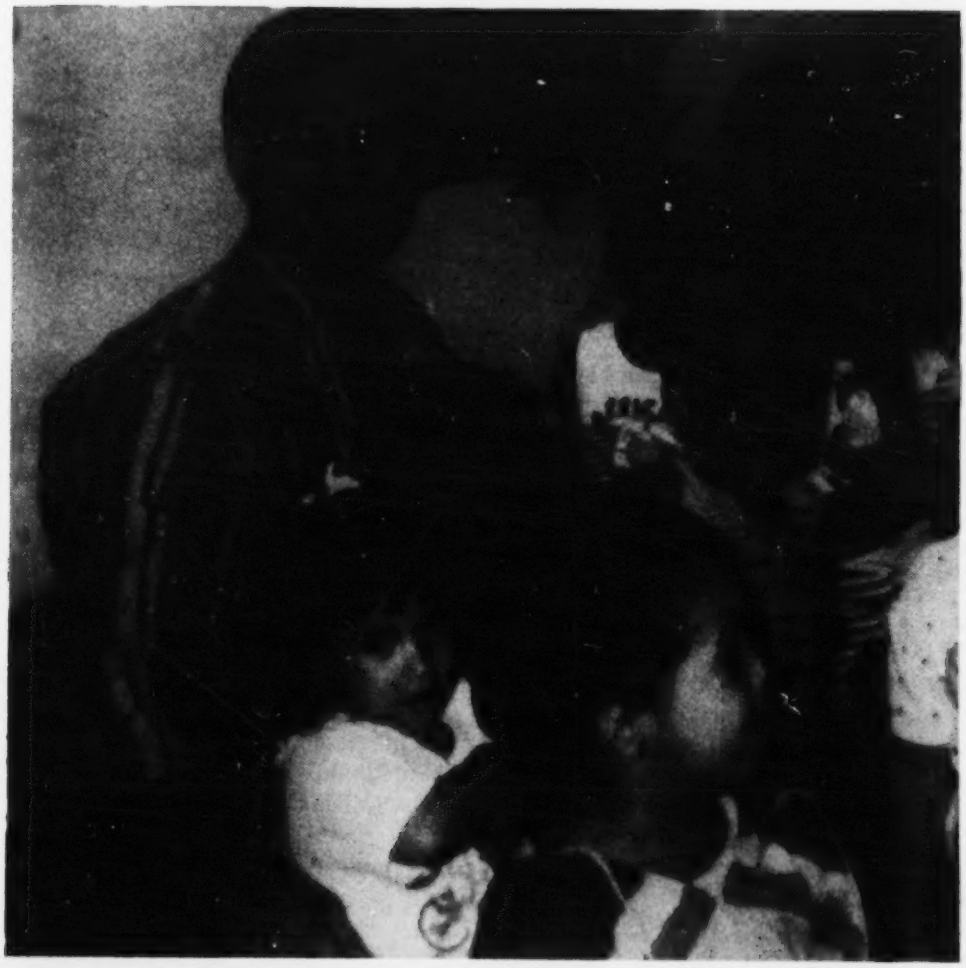
Benefits

Employee benefits were seldom available to workers in church-housed-centers. Only 26% of directors and 12% of aides reported having health insurance coverage. 10% of the directors, 6% of teachers and 4% of aides indicated they participated in pension programs. This lack of benefits combined with low salaries was even more troublesome in light of the finding that 16% of directors and nearly one quarter of all teachers and aides were the sole wage earner in their families.

Retaining staff

It is not surprising that three quarters of the respondents reported problems of staff turnover, with low salaries identified as the chief reason for staff resignations.

Clearly, even with a small survey, several problems which threaten the well-being and dignity of child care providers were identified. The church needs to evaluate the child care programs on its premises in light of these facts, in accordance with its standards of justice and its practices of compensation for similarly qualified workers.



BEST COPY AVAILABLE

Working Together on Salary Issues: The Church and the Child Care Center

LAURA DEAN FRIEDRICH is a staff member with ChildServ, a church consultation service in Chicago, and she is an active leader in the Northern Illinois Affiliate of the Eccumenical Child Care Network.

A Familiar Story...

A pastor and a group of lay persons at Friendship Church want to open a day care center for working parents. They survey parents in the congregation, talk with professionals in community agencies, consult demographic data, and conclude that, in fact, there is a need for child care in their area. The church has space that is not being used on weekdays, and a major fund-raising effort produces enough funds to cover the cost of space preparation, equipment purchase and initial staff expenses. Friendship Child Care Center opens with parent tuition and annual fund-raising projects expected to cover the cost of operation. Within a year the program has stabilized: parents appreciate the service, the children are happy, the congregation affirms its new ministry and staff members like their work.

Another year or so passes and several staff changes occur. Each staff opening seems harder to fill. The director despairs and appeals to the board for suggestions on how to identify competent individuals for the jobs at Friendship. Gradually, the truth dawns. Salaries are too low to attract the best qualified persons for the teaching positions open in the program. Now Friendship Child Care Center faces a difficult choice: Does it raise tuition in order to increase salaries? Or hire less qualified staff for the program?

Dynamics of a Difficult Situation

Friendship's experience is not an unusual story. Working parents are a staple in the American economy, yet few communities have enough child care resources to meet the demand. Those programs in operation usually have insufficient funds and employ child care workers at salaries and wages below the usual level for personnel with comparable education and experience. In addition, issues that affect all child care workers take on a theological/ethical dimension when those persons work in the context of the church.

Letting the children come

Child care programs housed in churches find themselves somewhere on a continuum that ranges from an owner/tenant relationship to child care as an intentional, church-operated ministry. Some churches rent space to a community agency or parent cooperative and interact with the program only around lease agreements. Other churches "back " into child care by making space available for a small part-time program which slowly expands until it covers most of the week's schedule and absorbs much of the church's space. Some churches agree to begin a child care program "as long as it does not cost the church anything" while others expect income from the program to solve the problems of the winter heat bill. Some churches consider the possibility of child care intentionally and, once involved, affirm the program as one of its ministries.

Even when naming child care as one of its ministries, the church usually wants the program to be self-supporting. Church budgets rarely include items that support the child care center. If the budgets of the church and the center are combined, the church still expects the income and expenses of the center to balance. Churches pay for pastoral care, for music ministries, for mission work, but they rarely pay for child care ministries.

When a child care program rents space and operates with an independent board, the church usually adopts a hands-off policy, interacting with the program mostly through negotiations about sharing space. The church rarely asks the critical questions about quality, and it does not feel like it has the right to monitor staff salaries or review staff turnover rates. Families, however, usually assume the church has some responsibility for their child's well being. Occasionally, church organizations support the program through scholarships or donations, but these efforts, while helpful, do not get at the pervasive issue of how to maintain the funds required for good salaries.

Looking for the Promised Land

Lay persons employed by the church generally receive lower salaries than their secular counterparts. Clergy compensation has improved over recent years, but compensation for lay employees has not kept pace.

Churches traditionally have mixed feelings about paying persons who work for the church; after all, volunteers accomplish most of the church's work. They give their time and efforts generously and feel unappreciated when the church employs persons for work once carried out by volunteers, *i.e.*, clerical duties, Christian Education, child care. The effort to balance the program needs of the church and the feelings of volunteers often results in lower-than-expected salaries for lay employees.

Different pay scales for men and women also contribute to depressed salaries. Surveys in major denominations reveal that janitors, usually male, are paid higher wages than secretaries, usually female, even though the secretaries have held their positions longer and usually have more education. Clergy, usually male, receive significantly higher compensation than other church professionals who are more likely to be female, *i.e.* Directors of Christian Education, Directors of Music, Child Care Directors.

Doing unto others

Many people view child care as easy work. In church-housed programs, this attitude is complicated by the tendency in many churches to undervalue all work being done. Often pastors type their own correspondence, keep furnaces in working order and perform routine security duties.

These churches may feel they are saving money or cannot afford other personnel. In reality the churches are paying a higher rate of compensation for clerical or custodial tasks while at the same time underestimating the actual cost of operating the church. More significantly, important work simply does not get done for the congregation or the child care center when pastors and/or directors take on "other duties as assigned".

Distinctions among child care programs foster misunderstanding of the work and help keep salaries low. Preschools and nursery schools command higher respect in most communities than day care centers. People perceive preschools as educational and therefore good for children, but may view day

care as custodial and not necessarily good. Consequently two programs housed and/or operated by the same church may have different pay scales.

Such discrepancy most often happens when a church begins with a part-time program for children and later adds a full-day component. There may be a reasonably good salary for the part-time staff; when full-time salaries are computed on that scale, the resulting figures seem too high or unaffordable. Generally salary differentials are most dramatic between part-time and full-time teachers.

Going the second mile

Churches often underestimate the amount of "care" a child care program requires. Directors report one of the most troublesome areas in church-housed child care is that of the relationship between the congregation and the program. Child care staff complain that church members do not understand anything about early childhood education; while church members comment on how noisy the children are. Child care as a profession demands creativity and commitment while draining energy and enthusiasm. Child care workers long for recognition from church and community alike; that support rarely comes spontaneously.

Sharing space and equipment offers opportunities for cooperation but also creates areas of conflict. Lack of clarity about who is responsible for maintenance and security, for building repair and equipment replacement, for kitchen clean-up and for purchase of supplies creates stress for the congregation and the child care program alike. Co-existence in such situations is barely tolerable and saps the energy of both sides.

Finally churches involved in child care must address the needs of those families who need quality care for their children but cannot afford the cost of care. Most new child care programs are opening in relatively affluent communities. Even in those communities there are plenty of families who cannot afford the high tuition of such programs. A two-tiered child care system exists — one for the affluent and one for the less affluent — which denies children the experience of learning to live in the diversity of our society. Churches and church-housed child care programs must struggle with ways to make child care available to families from a variety of income levels.

Interpreting salary issues to the congregation

Advocates throughout the United States are working to address the problem of depressed salaries and wages of child care professionals. The issue comes up at monthly board meetings, at national conferences and regional training events, during discussions about improving the quality of care, even in presidential campaigns. Public opinion and national priorities have much to do with the status and compensation of child care workers. However, individuals and groups can also work in local situations to improve child care salaries and wages. Some strategies that churches and their child care programs might follow include the following:

Work to improve the relationship between the congregation and the child care program. Review the church's mission statement to clarify how the program fits into the overall mission of the church. Develop a system with church staff that facilitates communication on a regular basis as well as problem solving when issues arise. Strive for a written building usage policy which features cooperation and exhibits mutual respect. (Editor's Note: Also see "Self-study for Church-Housed Child Care Programs" in our Resource Section.)

Interpret the child care program to the church. Write a regular column for the church newsletter from the child care program. Invite visitors and volunteers. Suggest that at least one worship each year focus on the needs of children and the child care program's role in meeting some of those needs. Attend appropriate congregational meetings, mission fairs, etc., and share information about the program. (*Editor's Note:* ECCN's "Self-study for Church-Housed Child Care Programs" outlines a guided process for implementing these and similar suggestions. See Resource Section.)

Introduce more inclusive language. Use broader terms such as child care and early childhood programs. Talk about full-time and part-time programs, rather than day care and preschool. These are efforts to remove some of the harmful distinctions which undermine the struggle to improve salaries and status for all child care workers.

Develop a salary schedule. Gather information about salaries in nearby comparable programs. Work with the board to develop a scale based on degree of difficulty and responsibility of the work as well as education and experience. Print the plan, once completed, and distribute to all staff and appropriate church committees. Enlist the board's commitment to review and upgrade the scale annually.

Increase the percentage of budget allocated for salaries. Analyze the budget for line items that are underspent and reallocate funds to the personnel line. Consider refurbishing equipment rather than purchasing new items. Look for possible sources of donated supplies. Join or form a group purchasing organization to save money on food and supplies.

Involve parents in efforts to improve salaries. Be sure parents understand how staff subsidizes child care programs through their low salaries. Point out that many qualified persons simply cannot afford to work in child care, especially those who are single parents.

Educate church members about the high cost of low wages. Talk about low staff morale, high staff turnover and the shortage of well-trained staff. Discuss the correlation between competent personnel and quality care and that consistency of caregiving is vital to good nurturing.

Look for advocates within the congregation. Educate board members about their roles as advocates for the program. Expand the child care board to include members from the church if not already represented. Identify other individuals in the church who understand the value of child care and enlist their support.

Advocate increased financial support from the church. Suggest that the church include a line item in its budget for support of the child care program. Encourage church organizations to provide scholarships, donate supplies or fund a specific staff position. Urge church members to participate in fund raising projects planned by the program or sponsor a fund raising event on behalf of the center.

Join wider advocacy efforts. Work with other groups, local and national, to improve salaries and wages for child care providers. Write letters to members of Congress, meet with state representatives in their home offices, invite local elected officials to visit the center. Become a member of the Ecumenical Child Care Network and organize an affiliate ECCN on the local level.

The Child Care Policy Statement of the National Council of Churches of Christ, USA states: "Child care concerns are not of a fleeting nature, but pose enduring issues that reach deep into the nation's life. At the heart of the debate lies the future well-being of America's children and families. The church can enrich and strengthen, as well as gain much from its leadership and participation in a national dialogue about child care."

Providers in church-housed centers have much to offer that dialogue. It is essential that church people and early childhood professionals work together to improve salaries and wages for all child care providers.

Expanding Benefits: Some Workable Guidelines

DIANE SHRINER is Director of Christ Church-by-the-Sea Preschool in Newport Beach, California, and a leader in the Church Related Early Childhood Education Fellowship in Southern California.

The Church throughout the centuries has been involved in meeting social needs. Child care, one of America's critical social needs, is offered in an enormous number of churches in a variety of ways. All church-housed child care programs share a common need for adequate wages and benefits for workers. Where do the church and the child care center start in providing for adequate compensation for the child care staff? What is adequate? What benefits should be provided? How can it be done? These are a few of the questions every center and church must face. There are no set patterns, no universal solutions, but a variety of ways to accomplish the goal of satisfactory remuneration for the staff of both part- and full-day programs housed in churches.

Both church and child care leaders are concerned about the quality of care given to children in the church's buildings. Quality child care comes from the staff, not the building, equipment or materials. A quality program requires continuity of relationships between children and teachers. Yet the staff turnover in the child care field nationally is variously estimated at 35% to 40% percent. Much of that turnover is the result of poor salaries and no benefits. Children do not thrive amid frequent staff changes. Low staff turnover and strong staff professionalism result when expectations and wages are both high. Loyalty and reduced burnout are additional reasons for improving compensation.

Building a Budget

The budget is the center's first working tool to provide better salaries and benefits. Staff wages and benefits deserve to be 65% to 80% of the budget. The budget reflects several issues of the church-child care program: How is the child care center supported financially by the church? Is it paying its fair share of expenses to the church? Or is the center financially supporting the church? The philosophy, mission and goals of **both** the center and the church must be clarified and resolved before the center budget and policies for wages and benefits can be established. In other words, the budget of the child care center is a living expression of the child care mission!

After EXPENSES are itemized, decisions must be made about INCOME to fulfill the budget. For the majority of church-child care centers income is almost wholly from tuition paid by parents. Church and the center leaders together need to explore other sources of income as well.

The board of the child care program must understand, approve and support the budget. In some settings, a church committee may also approve the budget, which then needs to be published or posted in a way that informs all staff, parents, and interested church members. This published budget is a statement of commitment by the church and the child care board to children, families and staff.

Salaries

Because salaries are the largest portion of a center's budget, they need to be developed in a systematic way. Objectivity should be the rule. Basic pay policies and objectives need to be written before any decisions are made about salaries and benefits. Useful salary objectives include:

1. Fair and consistent salary policies.
2. Attraction and retention of desired employees.
3. Professional development for current staff.
4. Employee acceptance of the salary plan.
5. Control of costs.
6. Facilitation of equitable salary adjustments.

Priority of objectives will change as program conditions change. For example, a center just starting up may need Control of Costs as first priority. An established center may have Retention of Staff as first priority. The salary policy is one of the most important expressions of the center's philosophy and personnel policies.

After the objectives for a salary/ benefit plan are set, designing the actual plan is necessary. Job classification is the first step in designing a salary scale. Many centers find it helpful to use job title guidelines established by the National Association for the Education of Young Children: Teacher, Associate Teacher, and Teacher's Assistant. For each title an appropriate job description and job value are developed. This salary scale, set by the center's board, is published for all staff and appropriate committees of the church. Centers may also add rewards for education and seniority to the basic salary.

Benefits

Staff benefits may cost a church-housed child care program nothing or they may involve substantial costs that must be carefully budgeted. Some denominations may provide benefits to staff under the church's financial "umbrella". It is worthwhile to inquire thoroughly about this possibility.

Benefits that Cost Nothing

1. Good working conditions: This essential benefit includes written job descriptions, compliance with fair employment practices set by the state, written personnel policies, written salary agreements, and formal grievance procedures.

2. Recognition awards: Awards presented at staff meetings, church gatherings, parties, ceremonies for such things as attendance, continuing education units, excellence in program planning, patience, excellent guidance techniques, service to the center or to the community, and anything else that the imagination can conjure up to recognize the staff.

3. Birthday recognition: Remembering each staff person with a card, a sharing of food, some birthday fun. A church group might take this "birthday remembrance project" for one year.

4. A tax exempt benefit: Child care employees are eligible for a TAX SHELTERED ANNUITY (TSA) if the center has a 501 (C) (3) tax exempt status or is exempt under the church's incorporation. To begin a plan the employer simply agrees to deduct an amount from the employee's salary for the purchase of an annuity. The maximum deduction allowable is about 20% of the taxable compensation. Contributions to a TSA are not taxable income to the employee. There are no taxes on this money until the funds are withdrawn. Because most denominations do not have a pension or retirement plan for child care workers, the TSA is an excellent way for workers to establish funds for the future. The employee is the sole owner of the annuity and may move it to another job qualifying for a TSA or leave it to draw interest . Two important cautions: Plan TSA's with advice from a knowledgeable insurance agent or financial planner and use a highly rated insurance company. The employer, whether church or child care program, has an obligation to see that employees fully understand the annuity and all fees and options available.

Benefits that Cost a Little

1. Breaks with a comfortable place to rest.

2. Coffee, tea, hot water on hand for breaks.

3. A microwave for staff use.

4. Social times, board/teacher interaction, parties.

5. Staff retreats. An afternoon, a day or a weekend for staff to be together without interruption for problem solving, fun and building a strong team spirit.

6. Professional organization dues paid or shared. This validates child caregivers as professionals and contributes to their development.

7. Flowers or corsages. A gracious recognition at open house, parent night or a church event.

8. Occasional lunch or treat.

9. Credit union use, wherever possible.

Benefits with Substantial Cost

1. Paid preparation time. Staff are provided time during the working day, away from children, to prepare daily activities.

2. Sick leave time, including mental health or personal leave days.

3. Paid vacation time.

4. Paid emergency leave time.

5. Paid lunch time.

6. Education assistance. Tuition or partial tuition for staff members who wish to increase their knowledge of early childhood education.

7. Professional conference fees paid or shared. This encourages staff participation in conferences and benefits the child care center through increased knowledge and sense of professionalism on the part of the staff, as well as positive visibility for the church and the child care center.

8. Paid observation day. Even two or three hours once a year for observing in another center provides fresh ideas and perspective on one's own educational program.

BEST COPY AVAILABLE

9. In-service training. Instructors brought to the work site for sessions on health, CPR, nutrition, curriculum development, guidance, or any area of special need or interest of the staff. Community agencies often have instructors available for little or no cost.

10. Recognition of seniority on the salary scale. This is an important incentive to help retain good staff members.

11. Recognition of education units on the salary scale.

12. Emergency loans at no interest. A small fund for this purpose can be effective for staff morale.

Required Taxes and Benefits.

1. FICA. Federal Income Contributions Act, better known as Social Security, must be paid by all employees and matched by employers. The 1988 rate was 7.51% from the employee's pay with an additional 7.51% paid by the employer. This fund is available to the employee at retirement age.

2. Employers are required to withhold federal income taxes based on the employees earnings and deductions. Church child care centers must have a federal employer identification number. Responsibility for reporting and forwarding the money withheld from the employee belongs to the employer. The issuing of W-2 Forms to employees by February 28th of the following year is also the employer's responsibility.

3. Workers Compensation Insurance is required by law for every state in the union. The employer bears 100% of the cost of this insurance. The insurance is used if an employee is hurt or disabled on the job.

4. FUTA, Federal Unemployment Tax. Organizations that have 501 (C) (3) tax exemption do not have to file or pay this tax.

5. SDI, State Disability Insurance. Child care centers that are part of the church's corporation may not be required to deduct this insurance from employee wages. Confer with a tax accountant.

6. State Unemployment Insurance. This is funded by payroll taxes paid to the state by the employer. Because each state has different requirements it is necessary to confer with local authorities as to requirements.

Benefits — Cafeteria Plan

The cafeteria plan is a mechanism for delivering a variety of benefits to employees while permitting each to select the benefits according to need. Under a cafeteria plan, both taxable and non-taxable benefits can be offered to employees without converting the non-taxable into taxable benefits. While cafeteria plans are usually available in workplaces with many employees, some large churches or consortia of churches or child care centers would be able to consider instituting such a plan.

Employers who institute a cafeteria plan must prepare an appropriate written plan and cannot limit benefits to highly compensated employees. The advice of an accountant, tax attorney or benefit planner is necessary to be certain the plan complies with federal and state laws.

The following items may be considered for a cafeteria plan:

1. Health insurance. All or part may be paid for. Group plans through professional organizations usually provide the most economical coverage.
2. Dental insurance.
3. Life Insurance.
4. Tax Sheltered Annuity.
5. Child Care.
6. Auto insurance.
7. Retirement plan.

A cafeteria plan works as follows: A percentage of the employees base wage is credited toward benefits. The credited dollar amount may be applied to any of the menu items included in the cafeteria plan. Thus, an employee who is single may select health insurance as her benefit while an employee with small children and whose spouse carries health insurance may select child care as the benefit she wants paid . Yet another employee approaching retirement age may want to have a retirement plan as her benefit.

Conclusion

When the church child care center improves salaries and benefits for staff, it is helping to solve the problems of staff turnover, staff morale, fairness and professionalism. The church which provides space and resources for child care must also assume responsibility for the thorny issues of liability, justice and equity. Dedicated effort by both church and child care leaders can provide a salary package that is fair and encourages excellence. Although child care workers will never be wealthy, they deserve adequate compensation in their work of caring for God's children.

Raising Salaries: Strategies That Work

MARCY WHITEBOOK, CARO PEMBERTON, JOAN LOMBARDI,ELLEN GALINSKY, DAN BELLM, BYRN FILLINGER researched and prepared the study, *Raising Salaries: Strategies That Work* for the Child Care Employee Project of Berkeley, California, where Marcy Whitebook is Executive Director.

Reaching consensus on a strategy for improving salaries may seem insurmountable because of the enormous diversity in child care programs, funding, regulation and structure. A workable solution for raising salaries in one program may offer little for the staff of another. But regardless of type of program, raising salaries involves bringing new money into the program or reallocating existing resources. In order to make this possible, the people who have authority to allocate resources — parents, boards, directors, legislators, corporations, and others — must be persuaded that raising salaries benefits everyone, not just teachers.

In the examples chosen, the people involved had to identify the potentially available resources and the decision makers who had the power to allocate these resources. They could then determine what solution would be most effective in their specific situation. It was from these decisions that strategies emerged.

Therefore, if you are considering strategies for raising salaries, we encourage you to use these examples to gain a sense of what is possible and to

---

Editor's Note: This article, including the case studies, is excerpted from *Raising Salaries: Strategies That Work*, published by the Child Care Employee Project of Berkeley, California, reprinted here with permission .

stimulate your thinking. But first, consider the following questions:

1. On what sources of funding does your program rely?

2. Can salaries in your program be increased by reallocating existing resources, or does your program need additional dollars to make this possible?

3. If new money is needed, how can existing resources be expanded? Are there other untapped sources?

4. Whether considering existing or new resources, who has the power to make the decision to allocate funds so that salaries can be raised?

5. What approaches or combinations of approaches will best influence decision makers and what alliances must be built to influence those decision makers?

The following examples describe how some of the salary initiatives got started, what barriers were overcome and what was accomplished. It is recognized that these initiatives are only small steps forward where a giant step is really needed to provide adequate salaries. Yet, taken together they represent an important beginning in the movement to increase child care employee compensation and thus improve the quality of care to young children.

Strategies

Example #1

Center

Oakland/Piedmont Jewish Community Center
Early Childhood Program
Oakland, California

Getting Started

Teachers and other employees at this Jewish community center child care program are represented by Service Employees International Union (SEIU) Local 535. In February 1987, the union asked for a 9.5% staff raise. The center management's counter offer was a 2% increase, a cap on health benefits, and a two-tier wage structure.

Overcoming Barriers

Employees turned to the children's parents for support with a week-long campaign of informational picketing and individual and group parent meetings. One leaflet began: "Living on a shoestring is no way to keep your mind in the classroom." Since no agreement was reached with the center's board, a strike was called for early March.

The staff reported for work as usual on the day before the strike began, but they asked parents to keep their children home as a demonstration of support. Only five of the 90 children showed up. During the seven-day strike, about 90% of the center's families continued to support the teachers (and meet their own child care needs) by establishing "strike schools" in their homes.

Getting Results

The final compromise agreement ratified by union members retained the original full health benefits for staff, reduced the differential in the two-tier wage structure, and provided for a 3% raise retroactive to January 1, as well as a 3% raise in September. Two further raises have since been negotiated: 5% for January 1, 1988, and another 5% as of January 1, 1989. These raises have come from fundraising, and from the regular annual fee increases to parents.

For further information contact:

Marcy Libster
Oakland/Piedmont Jewish Community Center
493 Crofton #1
Oakland, California 94610
415/452-4953

Example #2

Center

Creche Child Care Center
Omaha, Nebraska

Getting Started

When a new director was hired in December 1985, the center's future was very shaky. The director knew she had to turn the program around or the 100-year-old center would be forced to shut its doors. The 30-member community board, in hiring her, had made a commitment to upgrading quality. The director knew that meant replacing some of the staff. Thus, she had to attract and hire skilled teachers.

Overcoming Barriers

The director felt she could not attract the kind of staff she wanted with the salaries the center was offering. Furthermore, the only benefit provided was five sick days. The director took NAEYC's position paper on "Nomenclature, Salaries, Benefits and the Status of the Early Childhood Profession" to the personnel committee of the board and secured its permission to conduct a salary survey of other local programs. She wrote the survey. It consisted of questions about salaries for differing job positions, years of service, number of full- and part-time employees, as well as information about benefits. As a member of an active director's group in the Omaha area and the Omaha Association for Education of Young Children (AEYC), the director was able to build support for the survey.

Getting Results

A total of 44 surveys were distributed in 1986, and 16 programs responded. The director found the salaries at the Creche were lower than those at comparable nonprofit programs. The board made a commitment to raise salaries in September 1986. In February 1987, they began offering health insurance with the center paying half the cost. Another survey conducted by the Creche in 1987 revealed that their salaries were still noncompetitive and there was another raise in September 1987.

The center had a more secure financial base than most because there is an endowment fund, established 100 years ago at the center's founding. Money for compensation, however, came from increased revenues due to higher enrollment. (The center now serves 179 predominantly middle income children of whom 60% are white, 35% black and 5% Indian and Vietnamese.) As the director states, "The program is 85 to 95% better than when I walked in." Money also came from better budgeting. In addition, in January 1988, parent's fees were raised $5 a month.

For further information contact:

Joyce Lee
Creche Child Care Center
3713 North 52nd Street
Omaha, Nebraska 68104
402/453-5552

Example #3

Center

The Acorn School
San Antonio, Texas

Getting Started

The Acorn School is a non-profit, half-day nursery school supported by parent fees. When the directors began the school eight years ago, they knew from previous experience in child care that the essential ingredients of a good program were low staff/child ratios and a good teaching staff along with a sound child development philosophy. They were determined to maintain ratios of 1:5 and to pay more than the going salary rate in their community in order to attract qualified teaching staff.

Overcoming Barriers

Recognizing the need to provide quality and still maintain fees that would not discourage parents from enrollment, the decision was made to run a potential deficit each year ($25,000 in 1988), and to raise funds outside of parent fees to make up the difference. In the fall, the parents are presented with an annual report that explains the deficit, including an explanation of staff salaries, and are invited to make tax-deductable contributions. In February a benefit similar to a raffle drawing is held. Two hundred and fifty tickets are sold for $100 each. During a big party celebrating the event, the tickets are drawn for prizes that this year included $10,000 in cash, round trip tickets donated by American Airlines, about a dozen weekends at area hotels and more than 200 prizes donated by local business.

Getting Results

The Acorn School raised almost $15,000 from this event. These funds, along with smaller donations received throughout the year, allow the school to maintain low staff/child ratios and pay teaching staff about 80% higher than the going rate in the community.

For further information contact:

Rich Lange
The Acorn School
3501 Broadway
San Antonio, Texas 78209
512/826-8804

Example #4

Center

University View Child Care Center (UVCCC)
Fairfax, Virginia

Getting Started

University View Child Care Center was one of the first programs to be accredited by the National Association for Education of Young Children's (NAEYC) National Academy of Early Childhood Programs. The director used the center's new accreditation status as a vehicle to propose salary increases for employees.

Overcoming Barriers

UVCCC is part of the Salvation Army and their board determines salaries. By comparing staff members' salaries with similar professionals in the county, the director found that their salaries were falling behind comparable centers in the county subsidy program. Using this information, the director wrote a request for salary increases to the board, showing the need and proposing solutions. A chart was included that pointed out the teachers' educational qualifications, years of experience, and longevity at the center. With the assistance of a parent, the director devised a salary scale with step increases to encourage teachers to continue their work.

Getting Results

The board approved the salary compensation plan as proposed. Additional funds for salaries came from an increase in the countybase reimbursement rate, a minimal increase in tuition, and an expansion of the school-age child care program. The overall increase for salaries was approximately 20%, which included step and once-a-year raises. This plan placed UVCCC salaries in the top range of similar agencies in their area.

For further information contact:

George Farrell, Director
University View Child Care Center
P.O. Box 125
Fairfax Station, Virginia 22039
703/385-8702

Example #5

System

Wisconsin Child Care Union (WCCU)

Getting Started

In the fall of 1984, teachers from several nonprofit centers decided to explore unionization. Frustrated by the slow pace with which other local early childhood organizations were addressing issues of compensation and working conditions, these teachers decided to pursue collective bargaining as a vehicle to improve wages and working conditions.

Overcoming Barriers

For the WCCU, establishing its legitimacy as both an early childhood and labor organization was the first obstacle. Next came organizing resources in order to sustain commitment to the slow and arduous process of getting people to join the union and developing and negotiating a contract proposal. WCCU members believe that their ability to maintain their organization stems partly from the sense of empowerment experienced by teachers actively involved in their own contract negotiations.

Getting Results

Since the summer of 1986, workers at eight private non-profit centers representing almost 100 workers have affiliated with the Wisconsin Child Care Union, a local of district 65 United Auto Workers. Highlights of union contracts include a grievance procedure with mandatory arbitration, two additional sick and vacation days and one additional holiday for each employee, an increase in the employer's contribution to health insurance, modest increases in the base pay rate, and a retirement plan contingent upon an end-of-the-year budget surplus.

The initial improvements have been supported by modest increases in parent fees. Unionized workers now earn slightly over a dollar an hour more than the other child care workers in town, although many of these centers had above average wages prior to unionizing. Union members hope to build coalitions between parents and workers to garner public support for improved compensation that does not require further increases in user fees. In addition, the union hopes to develop a single contract protecting workers at several centers in order to minimize the resources required for center-by-center negotiations.

For further information contact:

Jim Morin
Wisconsin Child Care Union
P.O. Box 3055
Madison, Wisconsin 53705
(608) 263-1725

Example #6

System

Seventh Day Adventist Church
Southeastern California Conference
Riverside, California

Getting Started

The Seventh Day Adventist Church operates child care programs in California, Nevada, Arizona, Utah and Hawaii. Some child care administrators began to raise concerns about program quality because of low pay, high staff turnover and a severe shortage of qualified teacher applicants.

Overcoming Barriers

The first step toward upgrading quality was to bring the child care centers to the attention of the Church's Office of Education. In 1987, a salary survey was conducted in the centers in the Church's Southeastern California Conference, comparing child care wages and benefits with those in public elementary schools, school auxiliary workers, and in Seventh Day Adventist Church elementary schools.

Getting Results

The Southeastern California Conference Development Service has now submitted a proposal to church leadership to upgrade preschool staff wages on a pilot basis in their five-county area,* with a target beginning date of January 1, 1990. The proposal calls for a standardized pay scale for child care staff which recognizes education and experience; church subsidy for pay increases; and benefits for child care staff equal to those of other teaching personnel in the Seventh Day Adventist education system. Church leadership voted to share in the cost of the operation of the programs rather than expecting individual churches to carry the total responsibility.

For further information contact:

Marilyn Beach
Office of Education — Southeastern California
Conference of Seventh Day Adventists
11330 Pierce St., P.O. Box 8050
Riverside, CA 92515
714/359-5800, ext. 315

**The five counties are Imperial, Orange, Riverside, San Bernardino and San Diego.*

Conclusion

JO BENNETT MITCHELL is an early childhood educator and consultant for church-housed child care in the state of Washington.

The foregoing writers present an alarming picture of the social lag that has come to pass in our country. As the style of family life changed in the last twenty years, appropriate institutional changes did not take place in the rest of our society. The results are now before us — our families cannot find good quality, affordable care for their children. Loving, highly skilled and dedicated workers, not given reasonable compensation or recognition by the society, find other work after a short tenure in child care. For those of us in America's religious communities, this crisis is especially alarming when we acknowledge that more than one-third of children in child care centers are being cared for inside our very own church buildings, as documented in the pioneering national study carried out by the National Council of Churches' Child Advocacy Office in 1982. The implications of these facts are clear — once again churches are called to prophecy and action. The action is to see that justice is done for those who labor within our own institutions. The prophecy is to lift our voice as advocates of all children and their care givers.

Before congregations act, they must ask important questions about their mission goals. The Child Advocacy Office of the National Council of Churches has developed an excellent document to help congregations explore their ministry with children. "The Self-Study for Church-Housed Child Care Programs" helps congregations move toward a more knowledgeable and intentional relationship with child care programs in their buildings. (See Resource Section, following.)

The prophetic voice of the church must call society to care for it's children. Affordable quality child care is needed by <u>all</u> our citizens.

With this policy report, we in the National Council of Churches join our colleagues in the early childhood community who speak out for the needs of children and families. "Caring for Ourselves: Wages and Benefits in Church Child Care" offers to congregations and church-housed centers information and suggestions that have been effective for others engaged in prophecy and action. The Resources Section offers places to find answers to remaining questions. In addition, we call attention to "The National Child Care Staffing Study" available from the Child Care Employee Project of Berkeley, CA in 1989. (See Resource Section.)

It is impossible to compile a report such as this and not be moved by the strength of persons around the United States who are working in child care and child advocacy. If these lively, intelligent and dedicated friends are the models our children encounter, our future is indeed hopeful.

Resources

Organizations

Child Advocacy Office, National Council of Churches of Christ in the U.S.A., 475 Riverside Drive, Room 572, New York, NY 10115-0050. 212-870-3342. Information and referral, publications, conferences. Ecumenical Child Care Network is a project of this office. Network members receive bi-monthly newsletters.

Child Care Employee Project, P. O. Box 5603, Berkeley, CA 94705. 415-653-9889. Brochure and publications list. Resources, training and consultation to the child-care community. Membership receives newsletter.

Child Care Information Exchange, P. O. Box 2890, Redmond, WA 98073. 206-883-9394. Periodical and reprints for administrators. Training events.

Child Care Law Center, 625 Market Street, San Francisco, CA 94105. 415-495-5498. Information and referral, consultation service.

Children's Council of San Francisco, 1435 Market Street, 3rd Floor, San Francisco, CA 94103. Publishes an information series, including #3, "Wages and Benefits: A Survey of San Francisco Child Care Workers." Information and referral services.

Children's Defense Fund, 122 C Street, N.W., Washington, DC 20001. 202-628-8787. Public policy studies, advocacy, information and publications.

ERIC/EECE, Clearinghouse on Elementary and Early Childhood Education, University of Illinois, 805 W. Pennsylvania Avenue, Urbana, IL 61801. Free newsletter and publication list.

The Grantsmanship Center, 1031 South Grand Avenue, P.O. Box 15072, Los Angeles, CA 90015-0072. Training, consultation and publications.

National Association for Education of Young Children, 1834 Connecticut Avenue N. W., Washington, DC 20009. 800-424-2460. Information service, research, conferences and training events, extensive publications, audiovisuals, professional journal, public policy studies and advocacy. Free catalog and brochure.

Videotapes

"Salaries, Working Conditions and the Teacher Shortage," a video discussion with Marcy Whitebook and Jim Morin highlighting the reasons that we face a crisis in staff recruitment and retention. 1/2" VHS format, 17 minutes. $39. Order from NAEYC, address above. May be available for rental or borrowing from a local Information and Referral Center.

"Celebrating Early Childhood Teachers," an upbeat view of the role of the ECE professional with a serious side concerning the need to retain qualified staff. 1/2" VHS, $39; 3/4 format (needed for broadcasting) $50, 22 minutes. Order from NAEYC, address above. May be available for rental or borrowing from a local Information and Referral Center.

"A Place for Growing: Child Care in the Church," a 30 minute presentation. $15 rental from the Office of Child Advocacy, National Council of Churches, 475 Riverside Drive, Room 572, New York, NY 10115-0050. 212-870-3342.

Selected Publications

"Self-Study for Church-Housed Child Care Centers," a guide to help the child care center and the congregation clarify their mission and roles with each other. Available in March 1990 from the Child Advocacy Office, National Council of Churches, 475 Riverside Drive, Room 572, New York, NY 10115-0050. 212-870-3342.

"Work and Family Resource Kit," resource lists and references for families, working parents and employers. Available from U. S. Department of Labor, Women's Bureau, 200 Constitution Avenue N. W., Washington, DC 20210.

"**A Study of New York Day Care Workers Salaries and Benefits**," by Caroline Zinsser. A comprehensive study that adds to the growing body of data. Available from The Center for Public Advocacy Research, Inc., 2 West 37th Street, New York, NY 10018.

"**Bargaining for Equality**," by the Women's Labor Project. Available from Union Wage, c/o Maupin, 330 Ellis, San Francisco, CA 98103.

"**Vanishing Dream: the Growing Economic Plight of America's Young Families**," from The Children's Defense Fund, address above.

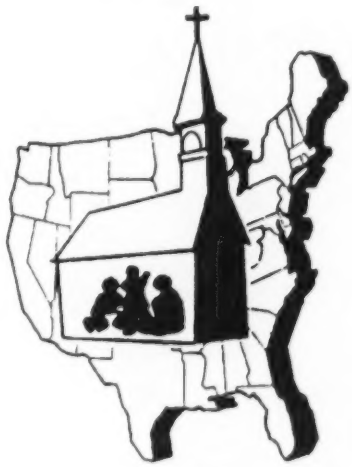
46

BEST COPY AVAILABLE

From the text ...

"The church can and should play an important role in lending its voice of moral authority to the quest for fair compensation for child care providers."

"The National Committee on Pay Equity (1987) examined the average wages of each of the 503 Census occupations and found that Child Care Workers were the second most underpaid of all occupations, considering experience and education."



Child Advocacy Office
National Council of Churches of Christ
in the United States of America
475 Riverside Drive, Room 572, New York, NY 10115-0050

Additional copies available:
$3.50 (Ecumenical Child Care Network Members); $4.50 (Non-members)